

New Name for CHR's Diversity Committee: Action for Equity, Diversity and Inclusion Council (AFEDI)

The Diversity Committee this month voted to adopt a new name after developing and reviewing several ideas. The new name is: **Action for Equity, Diversity and Inclusion Council, AFEDI** for short. The Council continues to grow and move forward in CHR's road to a more diverse and equitable workplace for all.



First "Community Conversations" Event is January 25!



Community Conversations allow employees to engage in conversations with colleagues on a variety of Diversity, Equity & Inclusion topics to grow understanding, and practice strategies for creating more inclusive spaces."
~ Leading Culture Solutions.



The first Community Conversation will cover Identity and Privilege on **January 25, 2022 at noon**. For more information and to register, please click [here](#).

If you would like to learn more about Community

Over the next several months, CHR, in conjunction with Leading Culture Solutions, will host hour-long Community Conversations with CHR employees to discuss important topics such as Identity and Privilege, Ally-ship, Gender and Gender Pronouns and Racial Microaggressions.

Conversations or have a topic you would like to see included, please contact **Ngina McMillian** at nmcmillian@chrhealth.org. In addition, be on the lookout for invitations from Leading Culture Solutions.

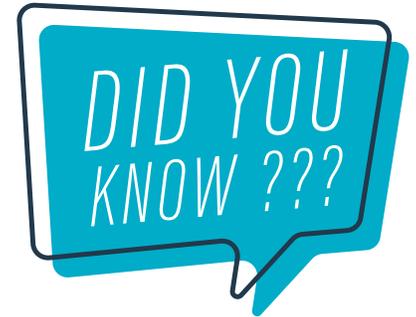


Diversity and Inclusion Terminology

Just as we continue to grow and change, so does the world of Diversity and Inclusion, and with this growth and change comes many new and different terminologies. Over the next several months, the AFEDI Council newsletter will highlight

terminology that is used in the world of Diversity, Equity and Inclusion. **With Identity and Privilege being the Community Conversation for January, here are a few definitions for terminology that may be used.**

- **Identity** – The characteristics and qualities of a person. The set of qualities and beliefs that make one person or group different from others.
- **Intersectional / Intersectionality** – The intertwining of social identities such as race, ethnicity, religion, gender, gender identity, sexual orientation and social economic class that can result in unique opportunities, experiences and barriers that a person may face.
- **Privilege** – Any benefit, right or advantage a person receives in society based on the nature of their identities.



Did you know that Connecticut has more protected classes covering equal employment rights than the federal government? While age (over 40), disability, genetic information, harassment (including sexual harassment), national origin, pregnancy, race, color, religion, sex, sexual orientation, gender identity and retaliation is covered by the federal government, Connecticut has several additional protected classes. Ancestry, marital status, religious creed, transgender status, gender expression, civil union status, workplace hazards to reproductive systems, criminal record (in state employment and licensing) and Veteran status are also covered by Connecticut state laws.

The Calendar



January Holidays

1	New Year's Day	17	World Religion Day
6	Three Kings Day/ Epiphany	17	Dr. Martin Luther King Jr. (birthdate January 15th)
13	Korean American Day	27	The International Day of Commemoration

Upcoming Events

First Community Conversation with Leading Culture Solutions

Tuesday, January 25, 2022
from noon to 1 p.m.

Topic: Identity and Privilege

For more information and to register, please click [here](#).